*Please share this update with colleagues across your department or service*

EDI updates aim to communicate developments, information and news relating to the implementation of the University’s EDI Strategic Vision 2020. 

If you have any questions or suggestions, please contact: 
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1. **EDI Committee, 26th October 2016**

Reports were presented to the October 2016 EDI Committee on the following Priority Objectives:

- Develop student careers and employment
- Develop staff experience
- Overseas partnerships

See the current actions for all Priority Objectives at: [http://www.lancaster.ac.uk/media/lancaster-university/content-assets/images/athena-swan/Priority-objectives-CURRENT.pdf](http://www.lancaster.ac.uk/media/lancaster-university/content-assets/images/athena-swan/Priority-objectives-CURRENT.pdf)

2. **Athena SWAN Charter for Gender Equality**

The Athena SWAN Charter recognises the advancement of gender equality in terms of representation, progression and success for all.

- Work is currently taking place in a number of FST departments as well as FHM to extend the current University and department Athena SWAN awards.
- FASS and LUMS are also now starting to prepare for Athena SWAN submissions, following the recent broadening of its scope to include arts and social sciences, business, management and law.
- In addition, Professional services roles are now included within the scope of Athena SWAN, and Trans-gender equality is also included.

Dr Sam Riches was recently appointed as University Athena SWAN Leader. Sam has 11 years’ experience of working at the University and is supporting the expanded Athena SWAN agenda. Dr Cherry Canovan, EDI Advisor, is also working in support of Athena SWAN and broader EDI. See more at: [http://www.lancaster.ac.uk/gender-equality/](http://www.lancaster.ac.uk/gender-equality/)

3. **LGBT Working Group**

The EDI Committee recently approved the establishment of a Lesbian, Gay, Bisexual, Trans (LGBT) working group to take forward the strategic objective of developing proposals for promoting and addressing LGBT equality, including undertaking an options appraisal of relevant charter marks. The group comprises both LGBT staff and other colleagues, and includes staff at all levels from Faculties and Professional services.
4. **Race Equality Working Group**
The EDI Strategic Vision 2020 includes as 1 of its strategic objectives to progress:

- University membership of the Race Equality Charter (REC) from 2017, involving: producing ethnicity analysis of staff and student data, setting up Self-Assessment Team, conducting surveys / focus groups, forming 3 year Action Plan. REC bronze award by 2020

To begin carrying this forward, a small working group is being formed comprising representatives from areas relating to student recruitment, academic departments, colleges, Student Based Services and Human Resources. The remit of the group is to undertake an assessment of requirements and to report to the May 2017 EDI Committee with proposals for how to go about addressing this strategic objective. See more about the Race Equality Charter at: http://www.ecu.ac.uk/equality-charters/race-equality-charter/

5. **Lancaster Equality News on-line**
Lancaster Equality News on-line, developed and maintained by Dr Cherry Canovan, EDI Advisor, is updated weekly with a wide range of news and information relating to EDI in the higher education and beyond. There are over 100 subscribers so far. To view and sign-up, see: http://www.lancaster.ac.uk/gender-equality/lancaster-equality-news/